

BL 08-25  
2008-09 / 2009-10 EMPLOYEE COMPENSATION ADJUSTMENT WORKSHEET  
DEPARTMENTAL REQUEST  
(Dollars in Thousands)

Attachment 1

Org Code: \_\_\_\_\_

Department: \_\_\_\_\_

	- A -	- B -	- C - (A X B)	- D -	- E - (C - D)	- F -	- G - (E + F)
<u>Description</u>	<b>Personnel Years</b>	<b>Adjustment</b>	<b>Amount of Change</b>	<b>Current Year 2008-09 Salary Savings <sup>a/</sup></b>	<b>Net Increase</b>	<b>Staff Benefits <sup>b/</sup></b>	<b>Total Cost</b>
1. Health Benefits Adjustment <sup>c/</sup>	n/a	n/a	n/a	n/a	n/a		
2. Miscellaneous and Special Salary Adjustments <sup>d/</sup>	n/a	various					
<b>SUBTOTAL/ 2008-09</b>							
3. Interagency Agreements <sup>e/</sup>							
<b>CURRENT YEAR TOTAL (2008-09):</b>							0
<b>Fund Split <sup>f/</sup></b>			<b>General Fund</b>	<b>Special Fund</b>	<b>Nongov't Cost Fund</b>	<b>Reimburse- ments</b>	<b>Total</b>
<b>2008-09 Total/By Fund Class:</b>							0

	- A -	- B -	- C - (A X B)	- D -	- E - (C - D)	- F -	- G - (E + F)
<u>Description</u>	<b>Personnel Years</b>	<b>Adjustment</b>	<b>Amount of Change</b>	<b>Budget Year 2009-10 Salary Savings <sup>a/</sup></b>	<b>Net Increase</b>	<b>Staff Benefits <sup>b/</sup></b>	<b>Total Cost</b>
1. Health Benefits Adjustment <sup>c/</sup>	n/a	n/a	n/a	n/a	n/a		
2. Miscellaneous and Special Salary Adjustments <sup>d/</sup>	n/a	various					
<b>SUBTOTAL/ 2009-10</b>							
3. Interagency Agreements <sup>e/</sup>							
<b>BUDGET YEAR TOTAL (2009-10):</b>							0
<b>Fund Split <sup>f/</sup></b>			<b>General Fund</b>	<b>Special Fund</b>	<b>Nongov't Cost Fund</b>	<b>Reimburse- ments</b>	<b>Total</b>
<b>2009-10 Total/By Fund Class:</b>							0

Attach supporting schedules to reflect all calculations.

- a/ Departments are to use the 2008-09 budgeted salary savings rates included in the first pass of the 2009-10 Budget Galley.
- b/ Include applicable staff benefits (e.g., OASDI, Medicare, and retirement contributions) for Miscellaneous and Special Salary Adjustments. Each department must use the employer retirement contribution rate applicable to their employees. In addition, departments with employees in multiple retirement categories (e.g., Tier I and Tier II) must prepare separate calculations based on the applicable retirement category. The revised retirement rates are contained in Budget Letter 08-14. The total adjustment for health benefits must be reflected under "Staff Benefits."
- c/ Enter the departmental total for current and budget years from Attachments 5 "Health Benefit Adjustment Worksheet."
- d/ These amounts must tie to the totals reflected on Attachment 4.
- e/ These amounts must tie to the totals reflected in Column G of Attachment 6.
- f/ Refer to the Uniform Codes Manual, Numerical Fund Listing (<http://www.dof.ca.gov/html/calstars/ucm/20fundnum.pdf>), to determine the correct classification of a fund.

Categorize Federal Funds and Bond Funds as Nongovernmental Cost Funds and identify Reimbursements separately. Please ensure that the fund source is correct.

DOF Use Only  
Initial and Date

Analyst: \_\_\_\_\_

Principal: \_\_\_\_\_

**2008-09 / 2009-10 EMPLOYEE COMPENSATION ADJUSTMENT WORKSHEET**  
**LIST OF BARGAINING UNITS**

<b>Unit Number</b>	<b>Union</b>	<b>Description</b>
1	Service Employees International Union (SEIU)	Professional, Administrative, Financial and Staff Services
2	California Attorneys, Admin Law Judges & Hearing Officers in State Employment (CASE)	Attorneys and Hearing Officers
3	Service Employees International Union (SEIU)	Education and Library
4	Service Employees International Union (SEIU)	Office and Allied
5	California Association of Highway Patrolmen (CAHP)	Highway Patrol
6	California Correctional Peace Officers Association (CCPOA)	Corrections
7	California Statewide Law Enforcement Association (CSLEA)	Protective Services and Public Safety
8	California Department of Forestry Firefighters (CDF Firefighters)	Firefighters
9	Professional Engineers in California Government (PECG)	Professional Engineers
10	California Association of Professional Scientists (CAPS)	Professional Scientific
11	Service Employees International Union (SEIU)	Engineering and Scientific Technicians
12	International Union of Operating Engineers (IUOE)	Craft and Maintenance
13	International Union of Operating Engineers (IUOE)	Stationary Engineers
14	Service Employees International Union (SEIU)	Printing Trades
15	Service Employees International Union (SEIU)	Allied Services
16	Union of American Physicians and Dentists (UAPD)	Physician, Dentist and Podiatrists
17	Service Employees International Union (SEIU)	Registered Nurses
18	California Association of Psychiatric Technicians (CAPT)	Psychiatric Technicians
19	American Federation of State, County and Municipal Employees (AFSCME)	Health and Social Services / Professional
20	Service Employees International Union (SEIU)	Medical and Social Services
21	Service Employees International Union (SEIU)	Educational Consultant and Library

**2008-09 / 2009-10 EMPLOYEE COMPENSATION ADJUSTMENT WORKSHEET**  
**LIST OF ELIGIBLE ADJUSTMENTS**  
**(WHOLE DOLLARS)**

**2008-09 ADJUSTMENTS**

Adjustment Number	CBID	Class Code	Description	Effective Date	2008-09 Adjustment	MOU, PML/PL#
1	R05, S05, M05	All	4.1% GSI	7/1/2008	Multiply base pay by 4.1% for 12 months	PL 08-26
2	R05, S05, M05	All except Cadets	Increase Annual Uniform Allowance from \$870 to \$920	7/1/2008	Multiply \$50 by EE	Unit 5 MOU, Article XI, section 65
3	R05, S05	All	Night and Evening Shift Differential Increase by \$.20	7/1/2008	Multiply \$.20 by qualified number of qualifying hours for 12 months	PL 08-26
4	R07, S07	See Attachment 3a	5.0% step at max	7/1/2007	Multiply base pay by 5.0% by qualified EE for 12 months	PL 07-34 & 35
5	R07, S07, M07	See Attachment 3b	5.0% step at max	1/1/2008	Multiply base pay by 5.0% by qualified EE for 6 months for 2008-09 and 12 months for 2009-10	PL 08-04
6	R09	See Attachment 3c	Various GSI	7/1/2008	Multiply base pay by specific % for 12 months	PL 08-27
7	R10, S10, M10	See Attachment 3d	2.5% to 5.0% step at max	1/1/2007	Multiply base pay by 2.5%, 3.0%, or 5.0% by qualified EE for 6 months for both 2008-09 & 2009-10	PL 07-01
8	R12, S12	See Attachment 3e	2.5% step at max	1/1/2007	Multiply base pay by 2.5% by qualified EE for 6 months for both 2008-09 & 2009-10	PL 07-01
9	R16, S16, M16	ALL except Attachment 3f	2.5% Non-Plata step increase	1/1/2007	Multiply base pay by 2.5% by qualified EE for 6 months for both 2008-09 & 2009-10	PL 07-01
10	R16	See Attachment 3f	5.0% Podiatrist step increase	1/1/2007	Multiply base pay by 5.0% by qualified EE for 6 months for 2008-09 and 12 months for 2009-10	PL 07-01
11	R17, S17, M17	ALL	2.5% Non-Plata step increase	1/1/2007	Multiply base pay by 2.5% by qualified EE for 6 months for both 2008-09 & 2009-10	PL 07-01
12	R19, S19	See Attachment 3g	5.0% step increase	1/1/2007	Multiply base pay by 5.0% by qualified EE for 6 months for 2008-09 and 12 months for 2009-10	PL 07-01
13	R20, S20	See Attachment 3h	5.0% step increase	1/1/2007	Multiply base pay by 5.0% by qualified EE for 6 months for 2008-09 and 12 months for 2009-10	PL 07-01
14	R01, R04, R05, R08, R09, R10, R11, R14, R15, R16, R17, R19, R20, R21 and Excluded	See Attachment 9	Health, Dental and Vision benefits	1/1/2009	Multiply the specific enrollment by the party rate in attachment 9 by 7 months for 2008-09 and 12 months for 2009-10	PML 2008-027
15	R02	All	Attorney health premium adjustment associated with EO 08/09 - 14	1/1/2008	Multiply the amount authorized as a part of EO 08/09 -14 by 1.7.	PML 2008-020
16	E91	Various	Judges General Salary increase pursuant to Government Code Section 68203 (a)	7/1/2008	Multiply base pay by X.X% by qualified EE for 12 months (contact your budget analyst)	Pending

## 2008-09 / 2009-10 EMPLOYEE COMPENSATION ADJUSTMENT WORKSHEET

## LIST OF ELIGIBLE ADJUSTMENTS

(WHOLE DOLLARS)

17	N/A	N/A	Tahoe Regional Planning Agency COLA Adjustment	7/1/2008	Departments listed on Attachment 3i, contact your budget analyst for applicable adjustment	Pending
18	R16, S16, M16 R20, S20, M20	Various	CDCR/DJJ Receiver driven adjustments	7/1/2008	Departments listed on Attachment 3i, contact your budget analyst for applicable adjustment	PL 07-53; LVN PL Pending
19	R04, S04, M04 R16, S16, M16 R17, S17, M17 R19, S19, M20 R20, S20, M20	Various	Plata, Perez, Coleman Equity adjustments (5% parity)	1/1/2008	Departments listed on Attachment 3i, contact your budget analyst for applicable adjustment	Pending
20	R18, S18, M18 R19, S19, M19	Various	Adjustments related to Chapter 322, Statutes of 2007 (AB 756)	4/1/2007 7/1/2007	Departments listed on Attachment 3i, contact your budget analyst for applicable adjustment	PL 07-46; PL 07-46A; PL 07-46B
21	M01, R16, S16, M16, E99, R18, S18, R19, S19, R20, S20	Various	2nd year adjustments related to persability of Plata, Perez, and Coleman equity adjustments	1/1/2008	Departments listed on Attachment 3i, contact your budget analyst for applicable adjustment	PL 07-31; PL 07-46; PL 07-46A; PL 07-46B; PL 08-06; PL 08-06A; PL 08-09; PL 08-11; PL 08-11a; PL 08-13; PL 08-17

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2008-09 / 2009-10 EMPLOYEE COMPENSATION ADJUSTMENT WORKSHEET				
STEP AT MAX SALARY ADJUSTMENTS FOR BARGAINING UNIT 7 (CSLEA)				
<u>CBID</u>	<u>Class Code</u>	<u>Class Title</u>	<u>STEP%</u>	<u>Eff Date</u>
S07	1662	PUBLIC SFTY DISP S I	5.0%	7/1/2007
R07	1663	PUBLIC SFTY DISP II	5.0%	7/1/2007
R07	1664	PUBLIC SFTY DISP I	5.0%	7/1/2007
S07	1665	PUBLIC SFTY DISP SUP II	5.0%	7/1/2007
R07	1670	COMM OP	5.0%	7/1/2007
S07	1671	COMM OP SUP	5.0%	7/1/2007

BL 08-25				Attachment 3b	
2008-09 / 2009-10 EMPLOYEE COMPENSATION ADJUSTMENT WORKSHEET					
STEP AT MAX SALARY ADJUSTMENTS FOR BARGAINING UNIT 7 (CSLEA)					
<u>CBID</u>	<u>Class Code</u>	<u>Class Title</u>	<u>STEP%</u>	<u>Eff Date</u>	
M07	0971	ST PK SUP V	5.0%	1/1/2008	
S07	0973	ST PK SUP IV	5.0%	1/1/2008	
S07	0974	ST PK SUP III	5.0%	1/1/2008	
S07	0976	ST PK SUP I	5.0%	1/1/2008	
S07	0978	ST PK SUP II	5.0%	1/1/2008	
S07	0980	SUPVNG ST PK RNG	5.0%	1/1/2008	
R07	0983	ST PK RNG	5.0%	1/1/2008	
S07	0988	LIFEGUARD SUPR II	5.0%	1/1/2008	
S07	0991	LIFEGUARD SUPR I	5.0%	1/1/2008	
R07	0992	LIFEGUARD	5.0%	1/1/2008	
S07	1044	LIFGD SUP IV	5.0%	1/1/2008	
S07	1045	LIFGD SUP III	5.0%	1/1/2008	
R07	1915	ST PK RNG CADET	5.0%	1/1/2008	
R07	1916	ST PK CADET/LFGD	5.0%	1/1/2008	
R07	8005	F&G LT-SP	5.0%	1/1/2008	
S07	8405	F&G A CH	5.0%	1/1/2008	
S07	8412	F&G CAPT	5.0%	1/1/2008	
S07	8418	F&G LT-SUP	5.0%	1/1/2008	
R07	8421	F&G WARDEN	5.0%	1/1/2008	
R07	8482	SP ADJ/DOJ	5.0%	1/1/2008	
R07	8486	FSH&GM WRD C	5.0%	1/1/2008	
R07	8514	SPEC AGENT TRAINEE D/J	5.0%	1/1/2008	
M07	8522	SR SP A-N-CHARG	5.0%	1/1/2008	
M07	8523	SPEC AGENT IC D/J	5.0%	1/1/2008	
R07	8524	SPEC AGENT SUP D/J	5.0%	1/1/2008	
M07	8534	DEP CH OPS/DOJ	5.0%	1/1/2008	
M07	8683	C INV/M-C FR U DOJ	5.0%	1/1/2008	

**2008-09 / 2009-10 EMPLOYEE COMPENSATION ADJUSTMENT WORKSHEET**  
**SALARY ADJUSTMENTS FOR BARGAINING UNIT 9 (PECG)**

<b>CBID</b>	<b>Class</b>		<b>Alt</b>	<b>GSI %</b>	<b>Eff Date</b>
	<b>Code</b>	<b>ClassTitle</b>			
R09	0663	VEHICLE PROGRAM SPECIALIST, AIR RESOURCES BOARD		10.1%	7/1/0008
R09	2177	SENIOR ELECTRICAL ENGINEER, CALTRANS (SPECIALIST)		10.1%	7/1/0008
R09	2178	SENIOR MECHANICAL ENGINEER, CALTRANS (SPECIALIST)		10.1%	7/1/0008
R09	2971	LANDSCAPE ASSOCIATE, CALTRANS	A	7.7%	7/1/0008
R09	2971	LANDSCAPE ASSOCIATE, CALTRANS	B	7.7%	7/1/0008
R09	2971	LANDSCAPE ASSOCIATE, CALTRANS	C	8.9%	7/1/0008
R09	2971	LANDSCAPE ASSOCIATE, CALTRANS	D	10.0%	7/1/0008
R09	2999	ASSOCIATE MECHANICAL ENGINEER, CALTRANS	A	10.0%	7/1/0008
R09	2999	ASSOCIATE MECHANICAL ENGINEER, CALTRANS	B	10.1%	7/1/0008
R09	3000	ASSOCIATE ELECTRICAL ENGINEER, CALTRANS	A	10.0%	7/1/0008
R09	3000	ASSOCIATE ELECTRICAL ENGINEER, CALTRANS	B	10.1%	7/1/0008
R09	3007	SENIOR BOUNDARY DETERMINATION OFFICER (SPECIALIST)		10.1%	7/1/0008
R09	3015	ASSOCIATE LAND SURVEYOR		9.2%	7/1/0008
R09	3016	ASSISTANT BOUNDARY DETERMINATION OFFICER		7.7%	7/1/0008
R09	3018	ASSOCIATE BOUNDARY DETERMINATION OFFICER		10.0%	7/1/0008
R09	3029	TRANSPORTATION SURVEYOR (CALTRANS)	A	7.7%	7/1/0008
R09	3029	TRANSPORTATION SURVEYOR (CALTRANS)	B	7.7%	7/1/0008
R09	3029	TRANSPORTATION SURVEYOR (CALTRANS)	C	8.9%	7/1/0008
R09	3029	TRANSPORTATION SURVEYOR (CALTRANS)	D	10.0%	7/1/0008
R09	3047	ASSISTANT LAND SURVEYOR	A	7.7%	7/1/0008
R09	3047	ASSISTANT LAND SURVEYOR	B	7.7%	7/1/0008
R09	3090	PHOTOGRAMMETRIST II		9.5%	7/1/0008
R09	3092	PHOTOGRAMMETRIST I		7.7%	7/1/0008
U09	3123	ASSOCIATE CIVIL ENGINEER	A	10.1%	7/1/0008
U09	3123	ASSOCIATE CIVIL ENGINEER	S	10.1%	7/1/0008
R09	3126	ASSISTANT CIVIL ENGINEER		7.7%	7/1/0008
R09	3128	ASSISTANT ENGINEERING SPECIALIST -CIVIL-		7.7%	7/1/0008
R09	3132	JUNIOR CIVIL ENGINEER		7.7%	7/1/0008
R09	3135	TRANSPORTATION ENGINEER (CIVIL)	A	7.7%	7/1/0008
R09	3135	TRANSPORTATION ENGINEER (CIVIL)	B	7.7%	7/1/0008
R09	3135	TRANSPORTATION ENGINEER (CIVIL)	C	8.9%	7/1/0008
R09	3135	TRANSPORTATION ENGINEER (CIVIL)	D	10.0%	7/1/0008
R09	3137	ENGINEER, WATER RESOURCES	A	7.7%	7/1/0008
R09	3137	ENGINEER, WATER RESOURCES	B	7.7%	7/1/0008
R09	3137	ENGINEER, WATER RESOURCES	C	8.9%	7/1/0008
R09	3137	ENGINEER, WATER RESOURCES	D	10.0%	7/1/0008
U09	3161	SENIOR TRANSPORTATION ENGINEER, CALTRANS	A	10.1%	7/1/0008
U09	3161	SENIOR TRANSPORTATION ENGINEER, CALTRANS	L	10.1%	7/1/0008
U09	3161	SENIOR TRANSPORTATION ENGINEER, CALTRANS	S	10.1%	7/1/0008
R09	3163	SENIOR TRANSPORTATION ELECTRICAL ENGINEER (SPECIALIST)		10.1%	7/1/0008
R09	3166	ASSOCIATE TRANSPORTATION ELECTRICAL ENGINEER (SPECIALIST)		10.0%	7/1/0008
U09	3167	ASSOCIATE TRANSPORTATION ENGINEER, CALTRANS	A	10.1%	7/1/0008
U09	3167	ASSOCIATE TRANSPORTATION ENGINEER, CALTRANS	S	10.1%	7/1/0008
U09	3169	ASSOCIATE TRANSPORTATION ENGINEER, CALTRANS (REGISTERED)	A	10.1%	7/1/0008
U09	3169	ASSOCIATE TRANSPORTATION ENGINEER, CALTRANS (REGISTERED)	S	10.1%	7/1/0008
U09	3185	SENIOR BRIDGE ENGINEER	A	10.1%	7/1/0008
U09	3185	SENIOR BRIDGE ENGINEER	S	10.1%	7/1/0008

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Attachment 3c

**2008-09 / 2009-10 EMPLOYEE COMPENSATION ADJUSTMENT WORKSHEET**  
**SALARY ADJUSTMENTS FOR BARGAINING UNIT 9 (PECG)**

<b>CBID</b>	<b><u>Class</u></b>		<b><u>Alt</u></b>	<b><u>GSI %</u></b>	<b><u>Eff Date</u></b>
	<b><u>Code</u></b>	<b><u>ClassTitle</u></b>			
U09	3186	ASSOCIATE BRIDGE ENGINEER	A	10.1%	7/1/0008
U09	3186	ASSOCIATE BRIDGE ENGINEER	S	10.1%	7/1/0008
R09	3260	SENIOR HYDRAULIC ENGINEER		10.1%	7/1/0008
R09	3263	ASSOCIATE HYDRAULIC ENGINEER		10.0%	7/1/0008
R09	3279	ASSOCIATE CORROSION ENGINEER		10.0%	7/1/0008
R09	3290	ASSOCIATE SPECIFICATION WRITER HYDRAULIC STRUCTURES		10.0%	7/1/0008
R09	3303	ASSOCIATE COST ESTIMATOR WATER RESOURCES		9.5%	7/1/0008
R09	3336	SENIOR STRUCTURAL ENGINEER		10.1%	7/1/0008
R09	3345	STRUCTURAL ENGINEERING ASSOCIATE		10.0%	7/1/0008
R09	3359	LEAD SENIOR STRUCTURAL ENGINEER -EMERGENCY-		10.1%	7/1/0008
R09	3362	SENIOR STRUCTURAL ENGINEER -EMERGENCY-		10.1%	7/1/0008
R09	3377	ASSOCIATE ELECTRONICS ENGINEER		10.0%	7/1/0008
U09	3379	ASSOCIATE MATERIALS AND RESEARCH ENGINEER	A	10.1%	7/1/0008
U09	3379	ASSOCIATE MATERIALS AND RESEARCH ENGINEER	S	10.1%	7/1/0008
R09	3395	ASSISTANT PROCUREMENT ENGINEER		7.7%	7/1/0008
R09	3396	ASSOCIATE PROCUREMENT ENGINEER		10.0%	7/1/0008
U09	3403	ASSOCIATE CHEMICAL TESTING ENGINEER	A	10.1%	7/1/0008
U09	3403	ASSOCIATE CHEMICAL TESTING ENGINEER	S	10.1%	7/1/0008
R09	3404	FLAMMABILITY RESEARCH TEST ENGINEER		10.0%	7/1/0008
R09	3406	ASSISTANT CHEMICAL TESTING ENGINEER		7.7%	7/1/0008
R09	3409	JUNIOR CHEMICAL TESTING ENGINEER		7.7%	7/1/0008
R09	3483	SENIOR PETROLEUM AND MINING APPRAISAL ENGINEER		10.1%	7/1/0008
R09	3510	SENIOR UTILITIES ENGINEER (SPECIALIST)		10.1%	7/1/0008
R09	3518	UTILITIES ENGINEER	A	7.7%	7/1/0008
R09	3518	UTILITIES ENGINEER	B	7.7%	7/1/0008
R09	3518	UTILITIES ENGINEER	C	8.9%	7/1/0008
R09	3518	UTILITIES ENGINEER	D	10.0%	7/1/0008
R09	3563	ASSOCIATE MECHANICAL ENGINEER HYDRAULIC STRUCTURES		10.0%	7/1/0008
R09	3579	SENIOR MECHANICAL ENGINEER		10.1%	7/1/0008
R09	3582	ASSOCIATE MECHANICAL ENGINEER		10.0%	7/1/0008
R09	3583	MECHANICAL ENGINEER	A	7.7%	7/1/0008
R09	3583	MECHANICAL ENGINEER	B	7.7%	7/1/0008
R09	3583	MECHANICAL ENGINEER	C	8.9%	7/1/0008
R09	3583	MECHANICAL ENGINEER	D	10.0%	7/1/0008
R09	3584	ASSOCIATE INDUSTRIAL ENGINEER, OFFICE OF STATE PRINTING		10.0%	7/1/0008
R09	3600	SENIOR ELECTRICAL ENGINEER		10.1%	7/1/0008
R09	3603	ASSOCIATE ELECTRICAL ENGINEER		10.0%	7/1/0008
R09	3607	ASSISTANT ENGINEERING SPECIALIST -ELECTRICAL-		7.7%	7/1/0008
R09	3609	TRANSPORTATION ENGINEER, (ELECTRICAL)	A	7.7%	7/1/0008
R09	3609	TRANSPORTATION ENGINEER, (ELECTRICAL)	B	7.7%	7/1/0008
R09	3609	TRANSPORTATION ENGINEER, (ELECTRICAL)	C	8.9%	7/1/0008
R09	3609	TRANSPORTATION ENGINEER, (ELECTRICAL)	D	10.0%	7/1/0008
R09	3611	ASSOCIATE ELECTRICAL ENGINEER HYDRAULIC STRUCTURES		10.0%	7/1/0008
R09	3613	ELECTRICAL ENGINEER	A	7.7%	7/1/0008
R09	3613	ELECTRICAL ENGINEER	B	7.7%	7/1/0008
U09	3638	ASSOCIATE EQUIPMENT ENGINEER	A	10.1%	7/1/0008
U09	3638	ASSOCIATE EQUIPMENT ENGINEER	S	10.1%	7/1/0008



**2008-09 / 2009-10 EMPLOYEE COMPENSATION ADJUSTMENT WORKSHEET**  
**SALARY ADJUSTMENTS FOR BARGAINING UNIT 9 (PECG)**

<b>CBID</b>	<b><u>Class</u></b>		<b><u>Alt</u></b>	<b><u>GSI %</u></b>	<b><u>Eff Date</u></b>
	<b><u>Code</u></b>	<b><u>ClassTitle</u></b>			
R09	3639	EQUIPMENT ENGINEER	A	7.7%	7/1/0008
R09	3639	EQUIPMENT ENGINEER	B	7.7%	7/1/0008
R09	3639	EQUIPMENT ENGINEER	C	8.9%	7/1/0008
R09	3639	EQUIPMENT ENGINEER	D	10.0%	7/1/0008
R09	3640	ASSOCIATE TELECOMMUNICATIONS ENGINEER		10.0%	7/1/0008
R09	3643	ASSISTANT TELECOMMUNICATIONS ENGINEER		8.2%	7/1/0008
R09	3644	DATA COMMUNICATIONS SPECIALIST		10.1%	7/1/0008
R09	3649	AUTOMOTIVE EQUIPMENT STANDARDS ENGINEER	A	7.7%	7/1/0008
R09	3649	AUTOMOTIVE EQUIPMENT STANDARDS ENGINEER	B	7.7%	7/1/0008
R09	3651	ASSOCIATE AUTOMOTIVE EQUIPMENT STANDARDS ENGINEER		10.0%	7/1/0008
R09	3652	SENIOR CONTROL ENGINEER (SPECIALIST)		10.1%	7/1/0008
R09	3659	ASSOCIATE CONTROL ENGINEER		10.1%	7/1/0008
R09	3660	CONTROL ENGINEER	A	7.7%	7/1/0008
R09	3660	CONTROL ENGINEER	B	8.7%	7/1/0008
R09	3674	SENIOR HYDROELECTRIC POWER UTILITY ENGINEER (SPECIALIST)		10.1%	7/1/0008
R09	3675	ASSOCIATE HYDROELECTRIC POWER UTILITY ENGINEER		10.0%	7/1/0008
R09	3725	SENIOR HAZARDOUS SUBSTANCES ENGINEER	A	9.9%	7/1/0008
R09	3725	SENIOR HAZARDOUS SUBSTANCES ENGINEER	B	10.1%	7/1/0008
R09	3726	HAZARDOUS SUBSTANCES ENGINEER	A	7.7%	7/1/0008
R09	3726	HAZARDOUS SUBSTANCES ENGINEER	B	7.7%	7/1/0008
R09	3726	HAZARDOUS SUBSTANCES ENGINEER	C	8.9%	7/1/0008
R09	3726	HAZARDOUS SUBSTANCES ENGINEER	D	10.0%	7/1/0008
R09	3727	SENIOR OIL AND GAS ENGINEER (SPECIALIST)		10.1%	7/1/0008
R09	3735	AIR RESOURCES ENGINEER	A	7.7%	7/1/0008
R09	3735	AIR RESOURCES ENGINEER	B	7.7%	7/1/0008
R09	3735	AIR RESOURCES ENGINEER	C	9.5%	7/1/0008
R09	3735	AIR RESOURCES ENGINEER	D	10.0%	7/1/0008
U09	3751	SENIOR ENGINEERING GEOLOGIST	A	10.1%	7/1/0008
U09	3751	SENIOR ENGINEERING GEOLOGIST	S	10.1%	7/1/0008
R09	3756	ENGINEERING GEOLOGIST	A	7.7%	7/1/0008
R09	3756	ENGINEERING GEOLOGIST	B	7.7%	7/1/0008
R09	3756	ENGINEERING GEOLOGIST	C	9.5%	7/1/0008
R09	3756	ENGINEERING GEOLOGIST	D	10.1%	7/1/0008
R09	3766	PETROLEUM RESERVOIR ENGINEER STATE LANDS DIVISION		10.1%	7/1/0008
R09	3775	PETROLEUM PRODUCTION ENGINEER		10.1%	7/1/0008
R09	3776	PETROLEUM DRILLING ENGINEER		10.1%	7/1/0008
R09	3783	ASSOCIATE OIL AND GAS ENGINEER		10.1%	7/1/0008
R09	3784	ENERGY AND MINERAL RESOURCES ENGINEER	A	7.7%	7/1/0008
R09	3784	ENERGY AND MINERAL RESOURCES ENGINEER	B	8.2%	7/1/0008
R09	3784	ENERGY AND MINERAL RESOURCES ENGINEER	C	8.9%	7/1/0008
R09	3786	WASTE MANAGEMENT ENGINEER	A	7.7%	7/1/0008
R09	3786	WASTE MANAGEMENT ENGINEER	B	7.7%	7/1/0008
R09	3786	WASTE MANAGEMENT ENGINEER	C	8.9%	7/1/0008
R09	3786	WASTE MANAGEMENT ENGINEER	D	10.0%	7/1/0008
U09	3790	SENIOR WASTE MANAGEMENT ENGINEER	A	10.1%	7/1/0008
U09	3790	SENIOR WASTE MANAGEMENT ENGINEER	S	10.1%	7/1/0008
R09	3796	ASSOCIATE MINERAL RESOURCES ENGINEER		10.1%	7/1/0008

BL 08-25

Attachment 3c

**2008-09 / 2009-10 EMPLOYEE COMPENSATION ADJUSTMENT WORKSHEET**  
**SALARY ADJUSTMENTS FOR BARGAINING UNIT 9 (PECG)**

<b>CBID</b>	<b><u>Class</u></b>		<b><u>Alt</u></b>	<b><u>GSI %</u></b>	<b><u>Eff Date</u></b>
	<b><u>Code</u></b>	<b><u>ClassTitle</u></b>			
R09	3809	ASSOCIATE MOTOR VEHICLE POLLUTION CONTROL ENGINEER		10.0%	7/1/0008
R09	3812	AIR POLLUTION RESEARCH SPECIALIST		10.1%	7/1/0008
R09	3815	SENIOR REHABILITATION ENGINEERING CONSULTANT		10.1%	7/1/0008
R09	3817	ASSOCIATE REHABILITATION ENGINEERING CONSULTANT		10.0%	7/1/0008
R09	3825	ASSOCIATE SANITARY ENGINEER		10.0%	7/1/0008
U09	3844	SENIOR WATER RESOURCE CONTROL ENGINEER	A	10.1%	7/1/0008
U09	3844	SENIOR WATER RESOURCE CONTROL ENGINEER	S	10.1%	7/1/0008
R09	3846	WATER RESOURCE CONTROL ENGINEER	A	7.7%	7/1/0008
R09	3846	WATER RESOURCE CONTROL ENGINEER	B	7.7%	7/1/0008
R09	3846	WATER RESOURCE CONTROL ENGINEER	C	9.5%	7/1/0008
R09	3846	WATER RESOURCE CONTROL ENGINEER	D	10.0%	7/1/0008
R09	3848	SANITARY ENGINEER	A	7.7%	7/1/0008
R09	3848	SANITARY ENGINEER	B	7.7%	7/1/0008
R09	3869	ASSOCIATE SAFETY ENGINEER (PRESSURE VESSELS)		10.0%	7/1/0008
R09	3875	STAFF AIR POLLUTION SPECIALIST		10.1%	7/1/0008
R09	3876	ASSOCIATE SAFETY ENGINEER (MINING, TUNNELING AND MINERAL INDUSTRIES)		10.0%	7/1/0008
R09	3884	ASSOCIATE SAFETY ENGINEER (ELEVATORS)		10.0%	7/1/0008
R09	3886	ARCHITECTURAL DESIGNER	A	7.7%	7/1/0008
R09	3886	ARCHITECTURAL DESIGNER	B	7.7%	7/1/0008
R09	3887	AIR POLLUTION SPECIALIST	A	7.7%	7/1/0008
R09	3887	AIR POLLUTION SPECIALIST	B	7.7%	7/1/0008
R09	3887	AIR POLLUTION SPECIALIST	C	9.5%	7/1/0008
R09	3889	ASSOCIATE SAFETY ENGINEER (INDUSTRIAL)		10.0%	7/1/0008
R09	3890	JUNIOR SAFETY ENGINEER		7.7%	7/1/0008
R09	3891	ASSOCIATE SAFETY ENGINEER (ELECTRICAL		10.0%	7/1/0008
R09	3896	ASSOCIATE SAFETY ENGINEER (CONSTRUCTION)		10.0%	7/1/0008
R09	3897	SENIOR SAFETY ENGINEER -ELECTRICAL-		10.1%	7/1/0008
R09	3898	ASSOCIATE SAFETY ENGINEER (AMUSEMENT RIDES)		10.0%	7/1/0008
R09	3899	ASSISTANT SAFETY ENGINEER		7.7%	7/1/0008
R09	3900	SENIOR SAFETY ENGINEER -CONSTRUCTION-		10.1%	7/1/0008
R09	3909	SENIOR SAFETY ENGINEER -INDUSTRIAL-		10.1%	7/1/0008
R09	3922	SENIOR RAPID TRANSIT COMPUTER CONTROL SYSTEMS SPECIALIST		10.1%	7/1/0008
R09	3929	ASSOCIATE SAFETY ENGINEER		10.0%	7/1/0008
R09	3953	RESTORATION ARCHITECT		10.0%	7/1/0008
U09	3961	SENIOR ARCHITECT	A	10.1%	7/1/0008
U09	3961	SENIOR ARCHITECT	S	10.1%	7/1/0008
R09	3964	ASSOCIATE ARCHITECT		10.0%	7/1/0008
R09	3981	LANDSCAPE ARCHITECT	A	7.7%	7/1/0008
R09	3981	LANDSCAPE ARCHITECT	B	7.7%	7/1/0008
R09	3982	ASSOCIATE LANDSCAPE ARCHITECT (SPECIALIST)		10.0%	7/1/0008
R09	4017	COMPLIANCE OFFICER, HEALTH FACILITIES CONSTRUCTION		10.1%	7/1/0008
R09	4019	PROJECT DIRECTOR I		10.0%	7/1/0008
R09	4020	PROJECT DIRECTOR II		10.1%	7/1/0008
R09	4030	CONSTRUCTION SUPERVISOR II		10.1%	7/1/0008
R09	4031	CONSTRUCTION SUPERVISOR I		9.5%	7/1/0008
R09	4032	CONSTRUCTION INSPECTOR II		7.7%	7/1/0008

**2008-09 / 2009-10 EMPLOYEE COMPENSATION ADJUSTMENT WORKSHEET**  
**SALARY ADJUSTMENTS FOR BARGAINING UNIT 9 (PECG)**

<b>CBID</b>	<b><u>Class</u></b>		<b><u>Alt</u></b>	<b><u>GSI %</u></b>	<b><u>Eff Date</u></b>
	<b><u>Code</u></b>	<b><u>ClassTitle</u></b>			
R09	4033	CONSTRUCTION INSPECTOR I		7.7%	7/1/0008
R09	4106	ASSOCIATE CONSTRUCTION ANALYST	A	9.5%	7/1/0008
R09	4106	ASSOCIATE CONSTRUCTION ANALYST	B	10.1%	7/1/0008
		BAY DEVELOPMENT DESIGN ANALYST SAN FRANCISCO BAY			
R09	4117	CONSERVATION AND DEVELOPMENT COMMISSION		10.0%	7/1/0008
R09	4127	ARCHITECTURAL ASSOCIATE HEALTH FACILITIES		9.5%	7/1/0008
		FIRE AND LIFE SAFETY OFFICER I (HEALTH FACILITIES			
R09	4313	CONSTRUCTION)		9.5%	7/1/0008
		FIRE AND LIFE SAFETY OFFICER II (HEALTH FACILITIES			
R09	4314	CONSTRUCTION)		10.1%	7/1/0008
		FIRE AND LIFE SAFETY OFFICER I (DIVISION OF THE STATE			
R09	4348	ARCHITECT)		9.5%	7/1/0008
		FIRE AND LIFE SAFETY OFFICER II (DIVISION OF THE STATE			
R09	4351	ARCHITECT)		10.1%	7/1/0008
		PRINCIPAL-FIRE AND LIFE SAFETY (DIVISION OF THE STATE			
R09	4355	ARCHITECT)		10.1%	7/1/0008
		SENIOR HOUSING CONSTRUCTION INSPECTOR, CALIFORNIA			
R09	4555	HOUSING FINANCE AGENCY		10.1%	7/1/0008
		HOUSING CONSTRUCTION INSPECTOR, CALIFORNIA HOUSING			
R09	4556	FINANCE AGENCY		10.1%	7/1/0008
R09	4841	ELECTRIC GENERATION SYSTEM SPECIALIST I		9.2%	7/1/0008
R09	4847	ELECTRIC GENERATION SYSTEM PROGRAM SPECIALIST I		10.1%	7/1/0008
R09	4848	ELECTRIC GENERATION SYSTEM PROGRAM SPECIALIST II		10.1%	7/1/0008
R09	4860	ELECTRIC TRANSMISSION SYSTEM PROGRAM SPECIALIST I		10.1%	7/1/0008
R09	4861	ELECTRIC TRANSMISSION SYSTEM PROGRAM SPECIALIST II		10.1%	7/1/0008
		HOUSING MAINTENANCE INSPECTOR, CALIFORNIA HOUSING FINANCE			
R09	4913	AGENCY		10.0%	7/1/0008
R09	6160	CONSTRUCTION PROJECT INSPECTOR (VARIOUS SITES)		7.7%	7/1/0008
R09	6161	CONSTRUCTION PROJECT SPECIALIST I (VARIOUS SITES)		9.5%	7/1/0008
R09	6926	PRECISION ELECTRONICS SPECIALIST		7.7%	7/1/0008
R09	7008	ASSOCIATE PROCESS SAFETY ENGINEER		10.1%	7/1/0008
R09	7009	SENIOR PROCESS SAFETY ENGINEER (SPECIALIST)		10.1%	7/1/0008
R09	7114	ASSOCIATE PRODUCT ENGINEER, PRISON INDUSTRIES		10.0%	7/1/0008
R09	7929	SENIOR ENGINEER, PETROLEUM STRUCTURES (SPECIALIST)		10.1%	7/1/0008
R09	7932	ASSOCIATE ENGINEER, PETROLEUM STRUCTURES		10.1%	7/1/0008
R09	9619	ASSOCIATE TRANSPORTATION ENGINEER, CALTRANS (SPECIALIST)		10.1%	7/1/0008
R09	9941	AIR QUALITY ENGINEER I, DEPARTMENT OF CONSUMER AFFAIRS	A	7.7%	7/1/0008
R09	9941	AIR QUALITY ENGINEER I, DEPARTMENT OF CONSUMER AFFAIRS	B	7.7%	7/1/0008
R09	9941	AIR QUALITY ENGINEER I, DEPARTMENT OF CONSUMER AFFAIRS	C	10.0%	7/1/0008
R09	9942	AIR QUALITY ENGINEER II, DEPARTMENT OF CONSUMER AFFAIRS		10.1%	7/1/0008

BL 08-25			Attachment 3d	
2008-09 / 2009-10 EMPLOYEE COMPENSATION ADJUSTMENT WORKSHEET				
STEP AT MAX SALARY ADJUSTMENTS FOR BARGAINING UNIT 10 (CAPS)				
<u>CBID</u>	<u>Class Code</u>	<u>Class Title</u>	<u>Step %</u>	<u>Eff Date</u>
R10	3824	JUNIOR INDUST HYGIEN	5.0%	1/1/2007
M10	3841	SUP IND HYGIEN	2.5%	1/1/2007
S10	3852	SR IND HYGIENIST	2.5%	1/1/2007
R10	3855	A IND HYGIENIST	5.0%	1/1/2007
R10	3856	AS IND HYGIENIST	5.0%	1/1/2007
R10	6230	JR IND HYG SPEC, SCIF	5.0%	1/1/2007
R10	7910	CYTOTECHNOLOGIST	5.0%	1/1/2007
R10	7939	PBLC HLTH M SP/V	5.0%	1/1/2007
R10	7940	PBLC HLTH M SP	5.0%	1/1/2007
R10	7946	EXAMINER II LAB FS	3.0%	1/1/2007
R10	7948	PUB HLTH MICRO II	5.0%	1/1/2007
R10	7949	EXAMINER I LAB FS	5.0%	1/1/2007
R10	7950	PUB HL MICRO II VR	5.0%	1/1/2007
S10	7951	PUB HLTH M SUP	5.0%	1/1/2007
S10	7952	PBLC HLTH M SUP/V	5.0%	1/1/2007
R10	7954	PUB HLTH MICRO I	5.0%	1/1/2007
R10	9321	ASSOC I H SPC SCIF	5.0%	1/1/2007
R10	9322	ASST INDUST HYG SPEC, SCIF	5.0%	1/1/2007
R10	9359	JR ERGO SPEC, SCIF	5.0%	1/1/2007
R10	9361	AS ERGONMC SP	5.0%	1/1/2007
S10	9362	SR ERGONMC SP	2.5%	1/1/2007

BL 08-25			Attachment 3e	
2008-09 / 2009-10 EMPLOYEE COMPENSATION ADJUSTMENT WORKSHEET				
STEP AT MAX SALARY ADJUSTMENTS FOR BARGAINING UNIT 12 (IUOE)				
<u>CBID</u>	<u>Class Code</u>	<u>Class Title</u>	<u>Step %</u>	<u>Eff Date</u>
S12	6450	HYDRO PLT MNT SUPT	2.5%	1/1/2007
S12	6451	HYDRO PLT ELEC SPR	2.5%	1/1/2007
S12	6452	HYDRO PLT MECH SPR	2.5%	1/1/2007
R12	6453	HYDROELC PLNT E II	2.5%	1/1/2007
R12	6454	HYDROELC PLNT M II	2.5%	1/1/2007
R12	6455	HYDROELCT PLNT E I	2.5%	1/1/2007
R12	6456	HYDROELCT PLNT M I	2.5%	1/1/2007
S12	6460	HYDRO PLT OPR SUPT	2.5%	1/1/2007
S12	6461	CH HYDRO PLNT OPER	2.5%	1/1/2007
R12	6462	SR HYDRO PLNT OPER	2.5%	1/1/2007
R12	6463	HYDRO PLANT OPERTR	2.5%	1/1/2007

BL 08-25				Attachment 3f
2008-09 / 2009-10 EMPLOYEE COMPENSATION ADJUSTMENT WORKSHEET				
STEP AT MAX SALARY ADJUSTMENTS FOR BARGAINING UNIT 16 (UAPD)				
<b><u>CBID</u></b>	<b><u>Class Code</u></b>	<b><u>Class Title</u></b>	<b><u>Step %</u></b>	<b><u>Eff Date</u></b>
R16	7657	PODIATRIST	5.0%	1/1/2007
R16	7672	PODIATRIST, CF	5.0%	1/1/2007
R16	7976	PODIATRIST	5.0%	1/1/2007
R16	7977	PODIATRIC CONSULTANT	5.0%	1/1/2007

BL 08-25			Attachment 3g	
2008-09 / 2009-10 EMPLOYEE COMPENSATION ADJUSTMENT WORKSHEET				
STEP AT MAX SALARY ADJUSTMENTS FOR BARGAINING UNIT 19 (AFSCME)				
<u>CBID</u>	<u>Class Code</u>	<u>Class Title</u>	<u>Step %</u>	<u>Eff Date</u>
R19	7659	PHARMACIST I	5.0%	1/1/2007
S19	7963	PHARM C II/DHS SUP	5.0%	1/1/2007
S19	7964	PHARM PRG C/DHS	5.0%	1/1/2007
R19	7975	PHARM CON I/DHS	5.0%	1/1/2007
S19	7981	PHARMACIST II	5.0%	1/1/2007
R19	7982	PHARMACIST I	5.0%	1/1/2007
R19	7994	PHARM C II/DHS SP	5.0%	1/1/2007
S19	7996	PHARM SVS MGR	5.0%	1/1/2007
S19	8874	SUP INSPCT B/PHARM	5.0%	1/1/2007
R19	8876	INSPECTR B/PHARMCY	5.0%	1/1/2007

BL 08-25			Attachment 3h	
2008-09 / 2009-10 EMPLOYEE COMPENSATION ADJUSTMENT WORKSHEET				
STEP INCREASE FOR BARGAINING UNIT 20 (SEIU)				
<u>CBID</u>	<u>Class Code</u>	<u>Class Title</u>	<u>STEP%</u>	<u>Eff Date</u>
R20	8276	RESP CR PRACTNER	5.0%	1/1/2007
R20	8300	RESP CR PRACTNER	5.0%	1/1/2007
R20	9316	RESP CR PRACTNR CF	5.0%	1/1/2007
S20	8183	RESP CR SUP	5.0%	1/1/2007
S20	8184	RESP CR SUP/CF	5.0%	1/1/2007



BL 08-25		Attachment 3i
2008-09 / 2009-10 EMPLOYEE COMPENSATION ADJUSTMENT WORKSHEET		
LUMP SUM ADJUSTMENT DEPARTMENTS		
<b><u>Adjustment</u></b>	<b><u>Department (org code)</u></b>	
17	Special Resources Programs (3110)	
18	California Department of Corrections and Rehabilitation (5225)	
19	Department of Developmental Services (4300)	
	Department of Mental Health (4440)	
	Department of Veterans Affairs (8950)	
20	Department of Developmental Services (4300)	
	Department of Mental Health (4440)	
21	California Department of Corrections and Rehabilitation (5225)	
	Department of Developmental Services (4300)	
	Department of Mental Health (4440)	
	Department of Veterans Affairs (8950)	

2008-09 / 2009-10 EMPLOYEE COMPENSATION ADJUSTMENT WORKSHEET  
 MISCELLANEOUS AND SPECIAL SALARY ADJUSTMENTS WORKSHEET  
 (WHOLE DOLLARS)

Org Code: 0

Department: 0

					A	B	C	D	E (C - D)	F	G (E + F)	
Adjustment Number <sup>a/</sup>	CBID <sup>b/</sup>	Class Code <sup>c/</sup>	Effective Date <sup>d/</sup>	Brief Description <sup>e/</sup>	Number of Positions <sup>f/</sup>	Salary Base <sup>g/</sup>	Amount of Adjustment <sup>h/</sup>	Amount of Change <sup>i/</sup>	Salary Savings <sup>j/</sup>	Net Increase <sup>k/</sup>	Staff Benefits <sup>l/</sup>	Total Cost
										0		
										0		
										0		
										0		
										0		
CURRENT YEAR TOTAL (2008-09):								0	0	0	0	

Add additional lines if necessary. Be sure to maintain formulas and totals.

Attach all supporting documentation.

Salary Savings Rate: #DIV/0!

Staff Benefits Rate: #DIV/0!

Keep in mind that adjustments may be reflected as monthly, hourly, or annual. Please be sure to convert calculations to same time periods when making the adjustments.

**2008-09 / 2009-10 EMPLOYEE COMPENSATION ADJUSTMENT WORKSHEET**  
**MISCELLANEOUS AND SPECIAL SALARY ADJUSTMENTS WORKSHEET**  
**(WHOLE DOLLARS)**

Org Code: 0

Department: 0

						A	B	C	D	E	F	G
										(C - D)		(E + F)
Adjustment Number <sup>a/</sup>	CBID <sup>b/</sup>	Class Code <sup>c/</sup>	Effective Date <sup>d/</sup>	Brief Description <sup>e/</sup>	Number of Positions <sup>f/</sup>	Salary Base <sup>g/</sup>	Amount of Adjustment <sup>h/</sup>	Amount of Change <sup>i/</sup>	Salary Savings <sup>j/</sup>	Net Increase <sup>k/</sup>	Staff Benefits <sup>l/</sup>	Total Cost
										0		0
										0		0
										0		0
										0		0
										0		0

BUDGET YEAR TOTAL (2009-10):

0	0	0	0	0
---	---	---	---	---

Add additional lines if necessary above last row of data to maintain totals.

Salary Savings Rate: #DIV/0!

Attach all supporting documentation.

Staff Benefits Rate: #DIV/0!

Keep in mind that adjustments may be reflected as monthly, hourly, or annual. Please be sure to convert calculations to same time periods when making the adjustments.

- a/ The Adjustment Number is the identifier unique to each Miscellaneous and Special Salary Adjustment included on Attachment 3. Departments must include the corresponding identifier for each adjustment requested.
- b/ The Collective Bargaining Identification (CBID) number (e.g., R01, M01, C01, S01, E97).
- c/ Each classification has been assigned a classification code consisting of four digits. The classification code must be entered for all special salary adjustments unless designated "All" or "All less..." on Attachment 3, in which case "various" can be used in lieu of a class code.
- d/ The effective date is the date that the adjustment is effective as detailed in the MOUs and on Attachment 3.
- e/ Please provide a brief description of the adjustment. For example, if a department has an employee who is entitled to the "\$2,400 per year Recruitment and Retention Differential for Salinas Valley", a more concise description might be "\$2,400 R&R - Salinas".
- f/ Departments should display the number of positions in the classification that are affected by the adjustment.
- g/ **For the 2008-09 and 2009-10 salary base, use the current year (2008-09) of the 2009-10 7A. In addition, remove major one-time reductions from the 2009-10 base.**
- h/ Enter the amount of the adjustment (e.g., "5%" for a five percent salary increase, "\$1,200" for the full-year cost of a \$100/month differential, or "\$600" for the six-month cost of a differential effective January 1, 2008 ).
- i/ This column reflects the calculation of the salary base multiplied by the percent adjustment or differential multiplied by the number of eligible employees.
- j/ Departments are to use the 2008-09 budgeted salary savings rates included in the first pass of the 2009-10 Budget Galley. **Must be a negative number.**
- k/ The "Net Increase" is the amount of change less any salary savings. The "Current Year Total" and the "Budget Year Total" must tie to the "Net Increase" column of Attachment 1.
- l/ Include applicable staff benefits (e.g., OASDI, Medicare, and retirement contributions). Each department must use the current year employer retirement contribution rate applicable to their employees. In addition, departments with employees in multiple retirement categories (e.g., Tier I and Tier II) must prepare separate calculations based on the applicable retirement category. The revised retirement rates are reflected in Budget Letter 08-14 The "Current Year Total" must tie to the "Staff Benefits" column on Line 2 of Attachment 1.

2008-09 / 2009-10 EMPLOYEE COMPENSATION ADJUSTMENT WORKSHEET  
 HEALTH BENEFIT ADJUSTMENT WORKSHEET  
 (WHOLE DOLLARS)

Org Code: 0

Department: 0

		A	B	C	D (A X B X C)	
Current Year 2008-09						
Enrollment Status		CBID <sup>a/</sup>	Number of Enrollees <sup>b/</sup>	Change in Employer's Maximum Monthly Contribution <sup>c/</sup>	Number of Months Effective	Total
REPRESENTED	(80/80)					
	1 Single			\$11	7	0
	2 2-Party			\$24	7	0
	3 Family			\$35	7	0
REPRESENTED	(85/80)					
	1 Single			\$11	7	0
	2 2-Party			\$25	7	0
	3 Family			\$36	7	0
EXCLUDED	(85/80)					
	1 Single			\$11	7	0
	2 2-Party			\$25	7	0
	3 Family			\$36	7	0
CURRENT YEAR (2008-09) <sup>d/</sup> :						0

**2008-09 / 2009-10 EMPLOYEE COMPENSATION ADJUSTMENT WORKSHEET**  
**HEALTH BENEFIT ADJUSTMENT WORKSHEET**  
**(WHOLE DOLLARS)**

Org Code: 0

Department: 0

A

B

C

D

(A X B X C)

Budget Year 2009-10						
	Enrollment Status	CBID <sup>a/</sup>	Number of Enrollees <sup>b/</sup>	Change in Employer's Maximum Monthly Contribution <sup>c/</sup>	Number of Months Effective	Total
<b>REPRESENTED</b>	(80/80)					
1	Single			\$11	12	0
2	2-Party			\$24	12	0
3	Family			\$35	12	0
<b>REPRESENTED</b>	(85/80)					
1	Single			\$11	12	0
2	2-Party			\$25	12	0
3	Family			\$36	12	0
<b>EXCLUDED</b>	(85/80)					
1	Single			\$11	12	0
2	2-Party			\$25	12	0
3	Family			\$36	12	0

Attach all supporting documentation.

BUDGET YEAR (2009-10) <sup>d/</sup>: 0

a/ The Collective Bargaining Identification (CBID) number (e.g., R01, M01, C01, S01, E97).

b/ Departments are to enter the number of employees eligible for this adjustment and enrolled in either Single, 2-Party, or Family plans. Employees opting for the cash value for the cash value (FlexElect Cash Option) must be excluded from the amount entered under the "Number of Enrollees."

c/ Represents the increase in the State employer's maximum monthly contribution for health benefits (Refer to Attachment 9)

d/ The "Current Year Total" and "Budget Year Total" must tie to the "Staff Benefits" column on Line 1 of Attachment 1.

2008-09 / 2009-10 EMPLOYEE COMPENSATION ADJUSTMENT WORKSHEET  
 INTERAGENCY AGREEMENT WORKSHEET  
 (WHOLE DOLLARS)

Org Code: 0

Department: 0

B	C		E	F	G	H	J	K	L
						(F + G)	(J + K + L = H)	(J + K + L = H)	(J + K + L = H)
Interagency Agreement Number <sup>a/</sup>	Contracting Department Org Code	Reimbursed Department Org Code	Salaries and Wages <sup>b/</sup>	Amount of Change <sup>c/</sup>	Staff Benefits <sup>d/</sup>	Total Compensation Adjustment <sup>e/</sup>	General Fund <sup>f/</sup>	Special Fund <sup>f/</sup>	Nongov't Cost Fund <sup>f/</sup>
1. _____	_____	_____	_____	_____	_____	0	_____	_____	_____
2. _____	_____	_____	_____	_____	_____	0	_____	_____	_____
3. _____	_____	_____	_____	_____	_____	0	_____	_____	_____
4. _____	_____	_____	_____	_____	_____	0	_____	_____	_____
5. _____	_____	_____	_____	_____	_____	0	_____	_____	_____

CURRENT YEAR TOTAL (2008-09) <sup>g/</sup>:

0	0	0	0
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**Note:** Contracting departments should complete this worksheet after coordinating with the reimbursed department to determine the correct adjustment amount. The total adjustment for each individual interagency agreement must meet or exceed \$10,000 to be included on Attachment 6.

**2008-09 / 2009-10 EMPLOYEE COMPENSATION ADJUSTMENT WORKSHEET**  
**INTERAGENCY AGREEMENT WORKSHEET**  
**(WHOLE DOLLARS)**

Org Code: 0Department: 0

B	C	D	E	F	G	H (F + G)	J (J + K + L = H)	K (J + K + L = H)	L (J + K + L = H)
Interagency Agreement Number <sup>a/</sup>	Contracting Department Org Code	Reimbursed Department Org Code	2008-09 Salaries and Wages <sup>b/</sup>	Amount of Change <sup>c/</sup>	Staff Benefits <sup>d/</sup>	Total Compensation Adjustment <sup>e/</sup>	General Fund <sup>f/</sup>	Special Fund <sup>f/</sup>	Nongov't Cost Fund <sup>f/</sup>
1. _____	_____	_____	_____	_____	_____	0	_____	_____	_____
2. _____	_____	_____	_____	_____	_____	0	_____	_____	_____
3. _____	_____	_____	_____	_____	_____	0	_____	_____	_____
4. _____	_____	_____	_____	_____	_____	0	_____	_____	_____
5. _____	_____	_____	_____	_____	_____	0	_____	_____	_____
<b>BUDGET YEAR TOTAL (2009-10) <sup>g/</sup>:</b>						<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

**Note: Contracting departments should complete this worksheet after coordinating with the reimbursed department to determine the correct adjustment amount. The total adjustment for each individual interagency agreement must meet or exceed \$10,000 to be included on Attachment 6.**

- a/ For the reimbursed departments, the interagency agreement amounts must be reflected in the reimbursed department's reimbursement schedules contained in the appropriate item(s) to be eligible for an employee compensation allocation.
- For the contracting departments, the interagency agreement amounts must be reflected in the contracting department's General Fund, special fund, or nongovernmental cost fund schedules contained in the appropriate item(s) to be eligible for an employee compensation allocation.
- b/ For the 2008-09 and 2009-10 salary base, use the current year (2008-09) of the 2009-10 7A, enter the total amount of salaries and wages to be paid under the provisions of the interagency agreement prior to applying the adjustments specified in this Budget Letter. These amounts should also reflect the amount net of salary savings.
- c/ Enter the total amount of change for the 2008-09 employee compensation adjustments as specified in this Budget Letter for the interagency agreement.
- d/ Include applicable staff benefits (e.g., OASDI, Medicare, and retirement contributions). Each department must use the current year employer retirement contribution rate applicable to their employees. In addition, departments with employees in multiple retirement categories (e.g., Tier I and Tier II) must prepare separate calculations based on the applicable retirement category. The revised retirement rates are reflected in Budget Letter 08-14.
- e/ For the contracting department, the sum of General Fund, Special Fund, and Nongovernmental Cost Fund must equal the Total Compensation Adjustment.
- f/ Refer to the Uniform Codes Manual, Numerical Fund Listing (<http://www.dof.ca.gov/html/calstars/ucm/20fundnum.pdf>), to determine the correct classification of a fund (General Fund, Special Fund, or Nongovernmental Cost Fund). Categorize Federal Funds and Bond Funds as Nongovernmental Cost Funds.
- g/ Contracting departments should include this total as OE&E on the Summary by Object. Reimbursed departments should include this total as salaries and benefits in the Summary by Object (see Attachment A for treatment of budget documents).

BL 08-25  
 2008-09 / 2009-10 EMPLOYEE COMPENSATION ADJUSTMENT WORKSHEET  
 SCHEDULING WORKSHEET  
 (WHOLE DOLLARS)

Attachment 7

Org Code: 0 \_\_\_\_\_

Department: 0 \_\_\_\_\_

2008-09 (CURRENT YEAR)  
 TOTAL BUDGET ADJUSTMENT FOR EMPLOYEE COMPENSATION  
 (Must equal Current Year totals by fund on Attachment 1)

\$ \_\_\_\_\_ 0

Main Support Item

\$ \_\_\_\_\_ 0

Program / Categories

_____	\$ _____
_____	\$ _____
_____	\$ _____
_____	\$ _____
Reimbursements	\$ _____

Independent / Subsidiary

Unscheduled  
OR  
 Item / Programs / Categories

\$ \_\_\_\_\_ 0

_____	\$ _____
_____	\$ _____
_____	\$ _____
_____	\$ _____
_____	\$ _____

Reimbursements

\$ \_\_\_\_\_ 0

_____	\$ _____
_____	\$ _____
_____	\$ _____

TOTAL ADJUSTMENT, ALL FUNDS

\$ \_\_\_\_\_ 0



BL 08-25  
 2008-09 / 2009-10 EMPLOYEE COMPENSATION ADJUSTMENT WORKSHEET  
 SCHEDULING WORKSHEET  
 (ROUNDED WHOLE DOLLARS)

Attachment 7

Org Code: 0 \_\_\_\_\_

Department: 0 \_\_\_\_\_

2009-10 (BUDGET YEAR)  
 TOTAL BUDGET ADJUSTMENT FOR EMPLOYEE COMPENSATION  
 (Must equal Budget Year totals by fund on Attachment 1)

\$ \_\_\_\_\_ 0

Main Support Item

\$ \_\_\_\_\_ 0

Program / Categories

_____	\$ _____
_____	\$ _____
_____	\$ _____
_____	\$ _____
Reimbursements	\$ _____

Independent / Subsidiary

Unscheduled

\$ \_\_\_\_\_ 0

OR

Item / Programs / Categories

_____	\$ _____
_____	\$ _____
_____	\$ _____
_____	\$ _____
_____	\$ _____
_____	\$ _____

Reimbursements

\$ \_\_\_\_\_ 0

_____	\$ _____
_____	\$ _____
_____	\$ _____

TOTAL ADJUSTMENT, ALL FUNDS

\$ \_\_\_\_\_ 0

2008-09 / 2009-10 EMPLOYEE COMPENSATION ADJUSTMENT WORKSHEET  
 PLANNING ESTIMATE ADJUSTMENT WORKSHEET  
 (Dollars in Thousands)

Org Code: 0

Department: 0

	2008-09			2009-10		
<sup>d/</sup> Item of Appropriation <sup>a/</sup>	P.E. Line 0110 Adjustment	P.E. Line 0120 Adjustment	P.E. Line 0700 Adjustment	P.E. Line 0110 Adjustment	P.E. Line 0120 Adjustment	P.E. Line 0700 Adjustment
1. _____						
2. _____						
3. _____						
4. _____						
5. _____						
6. _____						
7. _____						
8. _____						
9. _____						
10. _____						
	Attachment 1 - Net Increase Total	Attachment 1 - Staff Benefits Total	Attachment 1 - Interagency Agreement Total for Contracting Agency Only <sup>b/</sup>	Attachment 1 - Net Increase Total	Attachment 1 - Staff Benefits Total	Attachment 1 - Interagency Agreement Total for Contracting Agency Only <sup>b/</sup>
	0	0	0	0	0	0
	TOTAL ADJUSTMENT, ALL FUNDS <sup>c/</sup>			TOTAL ADJUSTMENT, ALL FUNDS <sup>c/</sup>		
			0			0

<sup>a/</sup> Enter the organization code, reference number, and fund number for each item of appropriation. If there is a transfer or an agency secretary adjustment, please indicate all affected (budget act and non-budget act) items.

<sup>b/</sup> Contracting agencies should include this total as OE&E on the Summary by Object. Reimbursed departments should include this total as salaries and benefits in the Summary by Object (see Attachment A for treatment of budget documents).

<sup>c/</sup> The total employee compensation adjustment must tie to the 2008-09 or 2009-10 total on Attachment 1

<sup>d/</sup> Add additional lines if necessary. Be sure to maintain formulas and totals.

2008-09 / 2009-10 EMPLOYEE COMPENSATION ADJUSTMENT WORKSHEET  
LIST OF HEALTH, DENTAL, AND VISION BENEFIT ADJUSTMENTS

CBID	Formula	Rates		
		1 - party	2 - party	3 - party
R01, R04, R10, R11, R14, R15, R16, R17, R19, R20, R21	80/80	\$11	\$24	\$35
R05, R08, R09, Excluded	85/80	\$11	\$25	\$36

## 2008-09 / 2009-10 EMPLOYEE COMPENSATION ADJUSTMENT WORKSHEET

Org Code: 0

Department: 0

**Crossties**

	<u>Current Year</u>	<u>Budget Year</u>
1 Miscellaneous and Special Salary Adjustments Amount of Change - 4 Current Year Total Amount of Change	0	0
1 Miscellaneous and Special Salary Adjustments Salary Savings - 4 Current Year Total Salary Savings	0	0
1 Miscellaneous and Special Salary Adjustments Net Increase - 4 Current Year Total Net Increase	0	0
1 Miscellaneous and Special Salary Adjustments Staff Benefits - 4 Current Year Total Staff Benefits	0	0
1 Miscellaneous and Special Salary Adjustments Total Cost - 4 Current Year Total Total Cost	0	0
1 Interagency Agreement Total Cost - 6 Total Compensation Adjustment	0	0
1 Health Benefits Adjustment Staff Benefits - 5 D ( A*B*C)	0	0
1 Total Cost P23 - 7 Total Adjustment, All Funds K7 and P46 - K41	0	0
1 Total Cost - Total By Fund Class (P23 - P26, P46 - P49)	0	0
7 Total Adjustment, All Funds - 8 Total Adjustment, All Funds	0	0

BL XX-XX  
20XX-XX / 20XX-XX EMPLOYEE COMPENSATION ADJUSTMENT WORKSHEET  
SCHEDULING WORKSHEET  
(WHOLE DOLLARS)

Attachment 7

Org Code: 1234

Department: Department of Fun

20XX-XX (CURRENT YEAR)  
TOTAL BUDGET ADJUSTMENT FOR EMPLOYEE COMPENSATION  
(Must equal Current Year totals by fund on Attachment 1)

\$ 238,259

Main Support Item

1234-001-0001

\$ 100,238

**Program / Categories**

<u>10 - Program ABC</u>	\$ <u>68,242</u>
<u>20 - Program DEF</u>	\$ <u>40,001</u>
<u>30 - Program GHI</u>	\$ <u>20,002</u>
<u>40 - Program JKL</u>	\$ <u>10,001</u>
<u>Reimbursements</u>	\$ <u>-38,008</u>

Independent / Subsidiary

**Unscheduled**

\$ 100,013

**OR**

**Item / Programs / Categories**

<u>1234-001-0494 - (10)</u>	\$ <u>50,001</u>
<u>1234-001-0797 - (10)</u>	\$ <u>10,002</u>
<u>1234-001-0890 - (10)</u>	\$ <u>10,003</u>
<u>1234-001-0988 - (10)</u>	\$ <u>10,004</u>
<u>1234-001-0988 - (20)</u>	\$ <u>10,002</u>
<u>1234-501-0988 - (45)</u>	\$ <u>10,001</u>

Reimbursements

\$ 38,008

<u>1234-501-0995</u>	\$ <u>18,001</u>
<u>1234-502-0995</u>	\$ <u>20,007</u>
<u></u>	\$ <u></u>

TOTAL ADJUSTMENT, ALL FUNDS

\$ 238,259

BL XX-XX  
20XX-XX / 20XX-XX EMPLOYEE COMPENSATION ADJUSTMENT WORKSHEET  
SCHEDULING WORKSHEET  
(ROUNDED WHOLE DOLLARS)

Attachment 7

Org Code: 1234

Department: Department of Fun

20XX-XX (BUDGET YEAR)  
TOTAL BUDGET ADJUSTMENT FOR EMPLOYEE COMPENSATION  
(Must equal Budget Year totals by fund on Attachment 1)

\$ 263,000

Main Support Item 1234-001-0001 \$ 110,000

**Program / Categories**

<u>10 - Program ABC</u>	<u>\$ 78,000</u>
<u>20 - Program DEF</u>	<u>\$ 41,000</u>
<u>30 - Program GHI</u>	<u>\$ 22,000</u>
<u>40 - Program JKL</u>	<u>\$ 12,000</u>
<u>Reimbursements</u>	<u>\$ -43,000</u>

Independent / Subsidiary **Unscheduled** \$ 110,000  
**OR**

**Item / Programs / Categories**

<u>1234-001-0494 - (10)</u>	<u>\$ 55,000</u>
<u>1234-001-0797 - (10)</u>	<u>\$ 11,000</u>
<u>1234-001-0890 - (10)</u>	<u>\$ 11,000</u>
<u>1234-001-0988 - (10)</u>	<u>\$ 11,000</u>
<u>1234-001-0988 - (20)</u>	<u>\$ 11,000</u>
<u>1234-501-0988 - (45)</u>	<u>\$ 11,000</u>

Reimbursements \$ 43,000

<u>1234-501-0995</u>	<u>\$ 23,000</u>
<u>1234-502-0995</u>	<u>\$ 20,000</u>
<u></u>	<u>\$</u>

TOTAL ADJUSTMENT, ALL FUNDS \$ 263,000